



**COOPERATIVE  
EDUCATIONAL  
SERVICES**

**SALARY REDUCTION AGREEMENT  
FOR TRB PARTICIPANT**

By this Agreement made between

\_\_\_\_\_ (the Employee) and  
Cooperative Educational Services (the Employer) the parties  
hereto agree as follows:

**Charles Dumais, Ed.D.**  
*Executive Director*

**Christopher La Belle**  
*Associate Executive Director*

**Lori A. Elliott, Ed.D.**  
*Director of Professional  
Development Services*

**Ivelisse Guzmán**  
*Director  
School Readiness*

**Michael McGrath, Ph.D.**  
*Director of  
Special Education*

**Anna Nelmes-Stoughton**  
*Principal  
Six to Six Magnet School*

**Eric B. Nyquist**  
*Principal  
Regional Center  
for the Arts/Open  
Choice Coordinator*

**Margaret M. Sullivan**  
*Director of Finance  
and Operations*

Effective with respect to amounts earned on or after the first day of  
\_\_\_\_\_ (which date is subsequent to the  
execution of the Agreement), the Employee's bi-weekly salary will  
be reduced by the amount indicated below. The Employee  
contributions will be paid to \_\_\_\_\_ as  
designated by the Employee.

This Agreement shall be legally binding and irrevocable as to each  
of the parties hereto while employment continues; provided,  
however, that either party may terminate this Agreement as of the  
end of any month so that it will not apply to salary subsequently  
earned, by giving at least thirty days written notice of the  
termination.

The amount of the salary reduction shall be \_\_\_\_\_% of gross  
annual salary or \$\_\_\_\_\_ per pay period which will produce a  
total C.E.S. contribution that does not exceed the Employee's  
statutory exclusion allowance under Section 403(b) of the Internal  
Revenue Code (IRC), the limitations of Section 415 of the IRC, or  
the limitations of Section 402(g) of the IRC, whichever is less. It is  
understood that the amount defined above will be paid to  
\_\_\_\_\_.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

By: \_\_\_\_\_ (Employee)

By: \_\_\_\_\_ (Employer)